

### **Remarks**

The Applicants respectfully traverse the examiner's rejection of claims 1, 3-18 and 20 under 35 U.S.C. 102(e) as being anticipated by Cirinna et al (US2002/0173973). More specifically, independent claims 1 and 20 each recite an "employee identification credential" that is retrieved from a "client computer" and includes "an employee name and function attribute." This information is used at the Website (claim 1) or by the server computer (claim 20) to retrieve the employee's "personal data of record." Preferred embodiments of the "employee identification credential" are described in paragraph 15 of the pending application.

Cirinna does not teach or suggest the claimed "employee identification credential," the contents of that credential, or the use of the credential to retrieve employee personal data as recited in each independent claim. Neither paragraph 13 nor reference numerals 58 or 76 (Figure 3) of Cirinna describe these aspects of the claimed invention.

Dependent claims 2-19 and 21-22 are patentable at least because they depend from proper independent claims 1 and 20, respectively. With particular regard to dependent claims 10-12, however, Cirinna does not teach the provision of management information and services to users having a "management employment function attribute" associated with their "employee identification credential." As discussed above, Cirinna does not teach user authentication, and has no way to distinguish one type of user from another. The same holds true for dependent claim 17 (*i.e.* determining the "subordinate employees" of an "employee manager").

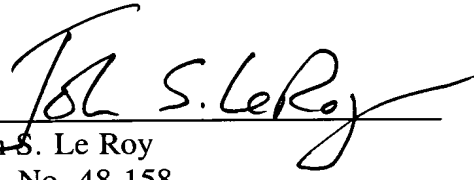
Applicants have made a genuine effort to respond to the Examiner's objections and rejections in advancing the prosecution of this case. Applicants believe all formal and substantive requirements for patentability have been met and that this case is in condition for allowance, which action is respectfully requested.

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No additional fee is believed to be due as the result of the filing of this paper. However, any additional fees or credits should be applied to Deposit Account 06-1510 (Ford Global Technologies, Inc.). A duplicate of this page is enclosed for that purpose.

Respectfully submitted,  
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